DOCUMENT RESUME

ED 042 024 VT 011 388

TITLE	How Federal Agencies Have Served the Handicapped, 1969.
INSTITUTION	President's Committee on Employment of the Handicapped, Washington, D.C.
PUB DATE	Mar 70
NOTE	44p.
EDRS PRICE	EDRS Price MF-$0.25 HC-$2.30
DESCRIPTORS	Educational Programs, *Employment Opportunities, *Federal Legislation, *Federal Programs, *Handicapped, Housing, *Job Placement, Rehabilitation Programs, Transportation

ABSTRACT

Highlights from reports summarizing the 1968 activities of federal agencies responsible for major programs in employment and placement of the handicapped are included in this document. Agencies are: (1) Department of Health, Education, and Welfare, where the primary focus is a public rehabilitation program with related efforts of prevention, treatment, financial assistance, and education programs, (2) Department of Labor, where research projects are being conducted by the Manpower as well as Wage and Labor Standards Administrations, (3) Veterans Administration, which has programs of medical and vocational rehabilitation, (4) Department of Agriculture, which provides assistance to rural areas and 4-H Club programs for the handicapped, (5) Department of Transportation, which has identified transportation barriers so that programs can be designed, (6) Department of Housing and Urban Development, which provides programs that may be used by the handicapped, (7) Department of Commerce, which has encouraged more employment of the handicapped, and (8) Civil Service Commission, which reports several major innovations in hiring the handicapped. (SB)

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How Federal Agencies Have Served the Handicapped 1969

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION
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The President's Committee on Employment of the Handicapped
Washington, D.C. 20210

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

WASHINGTON, D.C. 20210

March 1970

HAROLD RUSSELL
CHAIRMAN

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THE ADMINISTRATOR OF THE GENERAL SERVICES ADMINISTRATION
THE DIRECTOR OF THE UNITED STATES INFORMATION AGENCY

President Richard M. Nixon
The White House
Washington, D. C. 20501

Dear Mr. President:

I know you will be gratified to learn how much effort is expended by agencies and departments of the United States Government in behalf of the handicapped citizens of this land.

Late in 1969 the President's Committee asked for reports on activities for the handicapped from the members of our Advisory Council -- the agencies and departments most directly concerned with the handicapped.

Their digested reports follow.

Reading them, I had the feeling that we are witnessing a great saga of hope and action for America's handicapped.

And, I also had the feeling that the handicapped have kept faith with the ideals of this country. They have made use of Government programs and benefits as stepping stones to new lives, to productive lives, to full lives.

Sincerely,

Harold Russell

Harold Russell
Chairman

AUTHORIZED BY ACT OF CONGRESS TO FURTHER THE OBSERVANCE OF THE FIRST FULL WEEK IN OCTOBER AS NATIONAL EMPLOY THE PHYSICALLY HANDICAPPED WEEK AND TO ENLIST THE COOPERATION OF PUBLIC AND PRIVATE GROUPS IN A YEAR-ROUND PROGRAM TO PROMOTE EMPLOYMENT OF PHYSICALLY AND MENTALLY HANDICAPPED WORKERS.

FOREWORD

Presidential Policy Statement

"It is the policy of this Administration, in staffing the Federal service, to give full consideration to the employment and selective placement of the handicapped..... Therefore, I ask each of you to make a commitment to removing any remaining barriers to the Federal employment of

--the physically impaired who are not occupationally handicapped when assigned to the right jobs.

--the mentally restored whose only handicap is that they once suffered an emotional illness.

--the mentally retarded who can demonstrate ability to perform the simple and routine tasks that need doing in all organizations, regardless of size."

President Richard Nixon, April 18, 1969

The Federal government has been doing an excellent job in following the President's urge and in setting an example for all the Nation. The following pages contain highlights of the activities in 1968 of a number of Federal agencies having responsibility for major programs for the handicapped. These activities are informal summaries of reports submitted to our Executive Committee December 1, 1969 and are in no way all-inclusive.

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U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

Virtually every activity of the Department of Health, Education, and Welfare touches on the lives of the handicapped. The primary focus in employment of the handicapped is the public rehabilitation program, administered by the Rehabilitation Services Administration. Related efforts within the Department extend to prevention, treatment, financial assistance and education programs for the handicapped.

VOCATIONAL REHABILITATION

The Federal-State rehabilitation program has been providing services to the handicapped since 1920. Nearly 2.5 million handicapped people have been rehabilitated and the program has steadily expanded. Today it offers a continuum of resources aimed at helping the handicapped to overcome whatever disabling conditions stand in the way of employment. Services by the State vocational rehabilitation agencies include comprehensive evaluation, counseling and guidance, medical services, prevocational and vocational training for employment, necessary tools and equipment, reader services for the blind, interpreter services for the deaf, services to members of a handicapped individual's family, job placement, and follow-up to assist the handicapped person to maintain himself in employment. In some cases, financial assistance is provided to help with living expenses during rehabilitation.

A total of 241,390 disabled persons were rehabilitated into gainful employment in 1969.

The Vocational Rehabilitation Act was significantly amended in 1967 and 1968, and the program has achieved an unparalleled scope to its activities. The grant programs for innovation and expansion of rehabilitation services; planning, construction and improvement of rehabilitation facilities and sheltered workshops; training of professional, supportive and technical personnel in the rehabilitation disciplines; and project grants for research and demonstration in the field of rehabilitation all have contributed to the expansion of the program.

New programs about to be initiated are:

- A special program of vocational rehabilitation for handicapped migratory agricultural workers and their families;

- Project grants for new programs to recruit and train the handicapped for careers in rehabilitation, health, welfare, public safety, law enforcement and other public service employment;

- Projects with industry to prepare the handicapped for employment;

- Projects to help agencies serving the handicapped to expand their services by using subprofessional personnel.

Social Security trust funds were used to pay for rehabilitation services for 26,000 applicants for Social Security disability benefits last year. The nationwide vending stand program for the blind continued to grow; 3,000 stands are in operation on Federal and private property with annual sales of $86 million.

Greater progress in the years ahead seems certain as a result of the guides for action which have been prepared in all the States as a result of recent comprehensive Statewide planning effort, designed to ensure that rehabilitation services are available for all who need them by 1975.

ARCHITECTURAL BARRIERS

One of the most significant findings of the Comprehensive Statewide Planning studies was a recognition of the extend to which architectural barriers have constituted a barrier to employment. To eliminate these obstacles, the National Commission on Architectural Barriers to Rehabilitation of the Handicapped recommended the following:

- Federal legislation requiring that all new public buildings and facilities be designed to accommodate the elderly and the handicapped if any Federal funds are used in their construction.

- An Executive order directing all Federal agencies to apply accessibility standards to their new construction and plan for feasible changes in existing facilities.

- State legisltation requiring State and local buildings constructed with public funds to meet accessibility standards.

- Revision of all building codes so that privately owned structures used by the public will be built for accessibility.

- Government support and coordination of private efforts to insure that all buildings and facilities used by the people of every community will be readily accessible to the elderly and handicapped.

Public Law 90-480, enacted in August 1968, ensures that public buildings financed with Federal funds are free of architectural barriers. This legislation follows through on a major recommendation of the National Commission and represents a dramatic step forward.

VOCATIONAL EDUCATION

The Vocational Education Amendments of 1968 open up a broad new resource for the vocational training of the handicapped. These Amendments assist the educational community to assure that no young person need be denied an opportunity to prepare for work best suiting him. They are specifically oriented toward young people with special needs, such as the handicapped and disadvantaged.

Funds have been earmarked for the vocational education of the physically or mentally handicapped. Funds will be available for prevocational orientation programs, remedial instruction, guidance and counseling, diagnostic services, employability skills training, special transportation and special educational equipment.

OTHER ACTIVITIES

Chronic Disease Prevention and Control

The Health Services and Mental Health Administration in the Public Health Service administers special programs in chronic diseases, such as cancer, respiratory ailments, diabetes, arthritis, heart disease, stroke, kidney disease, neurological and sensory disease. By means of research, demonstration, training and other projects, there is a continuing search for the best means to prevent, detect, alleviate and cure these diseases which affect so many handicapped people.

Special Education

The Bureau of Education for the Handicapped in the Office of Education assists States, colleges, universities

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and other institutions and agencies in meeting the special educational needs of handicapped children. The Bureau supports training of teachers and other specialists in the education of the handicapped and provides funds for captioned films for the deaf. It also administers a program of financial aid to help States strengthen their resources for educating the handicapped.

National Technical Institute for the Deaf

The Rochester Institute of Technology was selected as the institute of higher education, under Public Law 89-36, for the establishment of a National Technical Institute for the Deaf. The only one of its kind in the world, the institute provides a residential facility for postsecondary vocational and technical education of deaf persons.

Financial Assistance to the Handicapped

The Nation's social security program which provides survivor's and disability insurance, and health insurance for the aged, is administered by the Social Security Administration. Last year benefit payments to disabled workers and their dependents totalled $2 billion. More than a million disabled workers were receiving benefits at the end of the fiscal year.

The Social and Rehabilitation Service administers grant-in-aid programs of financial assistance, medical care, and social services to needy persons, many of whom are handicapped. Nearly 670,000 persons are receiving aid to the permanently and totally disabled, and 81,000 are receiving aid to the blind.

U.S. DEPARTMENT OF LABOR

MANPOWER ADMINISTRATION

Office of Manpower Research

A final report has been completed by Greenleigh Associates, Inc. titled "A Study to Develop a Model for Employment Services for the Handicapped." This report examines the characteristics and needs of the handicapped, assesses the adequacy of current services, and outlines necessary and feasible adjustments. The resultant model system of employment-related services is divided into two subsystems: a network of services to the disabled to prepare them for employment, and a manipulation of the environmental conditions of employment to create maximum opportunities for them.

Another research report, "A Survey of the Employment Status of Mentally Retarded Adults in New York City" by the Association for the Help of Retarded Children was completed April 1969. This study documents the difficulty in distinguishing between a retarded child and a poor learner from a culturally improverished environment. This finding helps to explain why individuals who had been given the "retarded" label while students have been successful as adults.

An ongoing research study is part of an interdisciplinary project conducted by Columbia University; "Programs for the Hard-to-Employ: European Experience." This will examine ways in which eight countries in Western Europe have sought to enhance the employability of the handicapped.

Another ongoing study is "Occupational Choice and Its Determinants Among Totally Blind Individuals." This study examines blindness as a barrier to gaining knowledge of environment, and consequently, to choosing a career.

Under our dissertation grant program, a grant was awarded for a study titled "A Predictive Study of Employability Among the Visually Impaired with the California Psychology Inventory."

A noteworthy project on the postrelease employment problems of hospitalized mental patients, conducted by Colorado State University and the Fort Logan Mental Health Center, developed basic guides for job counseling and placement of persons who have suffered mental illness.

Another completed project, examining ways of overcoming employment obstacles for the "mildly" epileptic, by the Epilepsy Foundation, developed guide materials on methods for improving placement and job retention effectiveness.

USTES - Office of Technical Support

The program of services to the handicapped has been involved in two recent reorganizations. In mid-1968 the Division of Special Worker Services was organized according to function -- with separate branches responsible for technical development and field evaluations. During the summer of 1969, under the general reorganization of the Manpower Administration, United States Training and Employment Service, service to the handicapped was placed in the Division of Placement and Recruiting Services, Office of Technical Support.

While this move brought the handicap specialists together again in one unit, it increased their responsibilities to include technical assistance to all special-worker groups except youth. Although these added responsibilities have forced some curtailment of preparation of materials and field visiting, it is expected that under the redirection of the USTES more program responsibility will be delegated to the regional offices.

Utilization of Services

During Fiscal year 1969, applications of handicapped jobseekers increased, with a corresponding increase in the number of placements. Applications from disabled veterans and their placements have remained fairly stable, due principally to the fact that handicapped Vietnam veterans, whose rehabilitation process may take as long as four years, have not yet reached the State employment services in significant numbers. The greatest proportionate increase in Employment Service workload over the years stems from referrals of rehabilitation agencies, increasing 35% over the past two years. The percentage of placements also has risen, although not so dramatically because of the emphasis on rehabilitation of clients with severe disabilities.

Conference Activity

Prior to the annual meeting of the President's Committee last Spring, a brief conference was held in Washington for State Chairmen and Secretaries. Mr. Odell spoke on serving the handicapped in a computer-assisted employment service. National office staff introduced other topics including training, duties of the State Supervisor, and new handicap codes. Purpose of the meeting was to follow up on the national conference of Employment Service staff serving the handicapped held in New Orleans the previous October.

In June of this year, National office Service to the Handicapped staff participated in the National Citizens Conference on Rehabilitation of the Disabled and Disadvantaged, sponsored by the Social and Rehabilitation Service of HEW.

Earlier, an all-day Institute on drug abuse in the Nation's Capital was sponsored by the local Health and Welfare Council and attended by staff of the handicap program.

Following the annual conference of the National Rehabilitation Association, the Employment Service held a two-day conference of State and Regional staff responsible for services to the handicapped. The theme: "Services to the Handicapped in a Comprehensive Manpower Agency."

Materials Prepared

The revision of the Employment Service interviewing guide on Heart Disease was issued in the Spring of 1969.

The guides are intended primarily for the Employment Service, but other agenices, organizations, foreign governments and individuals purchase them. Because of an unprecedented demand, it has been necessary to reprint interviewing guides on Alcoholism and on the Mentally Restored.

Review and Evaluation

As a result of amendments to basic legislation promoting services to the handicapped, a revision of the National cooperative agreement between the Employment Service and the Rehabilitation Services Administration has been completed. Nearly all of the individual States have revised, or are in the process of revising, their agreements to reflect the changes.

A review of the current agreements has been made to learn whether they contain provisions for cooperation with Governors' and/or Mayors' Committees on Employment of the Handicapped. More than 75% of the agreements provide for this cooperative relationship.

Operation Labor Tap

Operation Labor Tap, an industry-financed on-the-job

training program for the mentally and physically handicapped and disadvantaged, is in operation in the bedding industry in several major U. S. cities. Labor Tap is sponsored by the National Association of Bedding Manufacturers. USTES, Rehabilitation Services, and the President's Committee participate in the planning of individual projects with the appropriate State employment service. The program which originated in Chicago has been introduced in Los Angeles and Boston. Employment Service staff from Kansas City and St. Louis recently received training in preparation for initiating projects in those cities.

New Handicap Codes

Two new handicap codes were established by Program Letter No. 2461: Code 156 for Drug Addiction and Code 140 for Law Offenses. Since more legal decisions are being made to treat addicts as sick people rather than criminals, it has become necessary to identify rehabilitated drug-addict applicants in order to offer them the full range of special services available to the handicapped. The active addict is not likely to come to the Employment Service--he supports his habit in ways other than working. It is the ex-addict who needs an opportunity to maintain himself respectably.

Code 140 for law offenders has been established to include Rehabilitation Service clients with a record of incarceration as well as individuals who have received training under section 251 of the Manpower Development and Training Act, "Training for Inmates of Correctional Institutions." Other law offenders should be designated under this code only if their employment problem results from their having been incarcerated.

It is felt that rehabilitated job-ready applicants in the above categories are handicapped and need every possible assistance by local office staff in their search for employment.

USTES - Office of Systems Support

The only readily accessible information shows that MDTA Institutional Training has enrolled 89,500 handicapped persons from FY 1963 to December 31, 1968. The OJT Program has enrolled 17,900 handicapped persons from FY 1963 to December 31, 1968. Two of our programs, WIN and CEP, do not report characteristics data.

Bureau of Apprenticeship and Training

Joe Thomas Spinks has received his Apprentice Completion Certificate as an Offset Pressman. Joe Tom is a deaf mute.

Behind this achievement is an unusual story of a true humanitarian. Alan Scott was such a man. Owner of a small printing concern in the town of Asheboro, N. C., he was continually giving of his time and money in aiding his fellow man. Joe Tom was one of the many who benefitted from Alan's concern for others.

Joe Tom was born a Negro and a deaf mute. When he became of age, his mother put him into a school for the deaf where he was given training in printing and shoe repair.

Afterwards, his mother tried to find him employment but to no avail. Hearing of Alan Scott, she asked him to take her son and try him out. Alan agreed. Joe Tom was registered into Apprenticeship in 1967.

In February 1968, Alan died suddenly from a heart attack. His wife was distraught. She knew nothing about the printing business. She said that if it hadn't been for Joe Tom, the business would have folded. Very soon after Alan's death the orphan son returned from military service and went back in the business, taking a business course on the side to help out. Now the business is thriving--Alan had prepared well.

WAGE AND LABOR STANDARDS ADMINISTRATION

Wage and Hour and Public Contracts Divisions

Promotion of Employment Opportunities

To promote employment for severely handicapped persons who otherwise might not be able to work, provision is made under the Fair Labor Standards Act, the Walsh-Healey Public Contracts Act and the Service Contract Act for the issuance of certificates authorizing payment of wages lower than the applicable minimum under certain conditions. At the close of the year, 5,368 handicapped workers were employed in competitive industry under such certificates. Also, a total of 1,169 nonprofit sheltered workshops, employing approximately 52,000 handicapped persons, held certificates authorizing special minimum wages.

Joint Wage and Hour and Public Contracts Divisions - Rehabilitation Services Administration Workshop Conferences

The WHPC Divisions and the Rehabilitation Services Administration jointly held a series of conferences with sheltered workshops to discuss the application of the Fair Labor Standards Act to workshops and other related matters. Approximately 1,100 persons attended.

A Study of Wage Payments to Handicapped Workers in Sheltered Workshops

In response to a directive in the 1966 Amendments to the Fair Labor Standards Act, a study pertaining to wage payments to handicapped workers in sheltered workshops was initiated. The findings in the first phase of the study were reported to the Congress in September 1967. The second and final phase of the study was completed in 1969.

Advisory Committee on Sheltered Workshops

The WHPC Divisions obtains advice from an Advisory Committee on Sheltered Workshops composed of representatives of labor, industry, the public, and sheltered workshops. Among the topics being explored is the application of the Fair Labor Standards Act to working patients in hospitals and institutions for the aged and the mentally ill. Hospitals and institutions were brought under the Fair Labor Standards Act by the 1966 Amendments.

Women's Bureau

At the request of the Bureau of Prisons, the Women's Bureau reviewed job training and related work experience provided for women in two Federal reformatories for women, to make recommendations on possible new prison industries. A report of the findings will be published shortly.

Following the visits, the Bureau met with representatives of industry, technical schools and others to review vocational training and work experience to be recommended for women prisoners. Different programs for short-term persons compared to those serving long terms, the need for pre-release orientation and counseling, and recommendations for more work-release programs were among the findings.

It is hoped that the survey of job interests of female prisoners can be extended to several State Prisons.

An extensive program is under way to upgrade the occupation of household employment for nearly 2 million women, most severely handicapped by lack of education, training, bargaining power, protective legislation, and poverty.

Bureau of Employee's Compensation

The Bureau of Employees' Compensation administers Federal laws providing workmen's compensation and related benefits in connection with job-related injuries for over five million workers.

Included are civil employees of the U. S. Government and the D. C. Government; Peace Corps volunteers; Job Corps; Neighborhood Youth Corps; Volunteers in Service to America (VISTA); National Teacher Corps; longshore and harbor workers; employees under the Defense Base Compensation Act, the Outer Continental Shelf Lands Act, and the Nonappropriated Fund Instrumentalities Act; employees of private industry in the District of Columbia.

The Bureau considers claims under laws for workmen's injury and death compensation and other related benefits. Among the related benefits are rehabilitation to those handicapped by employment-related injuries.

The Bureau's role is limited by law to assisting those handicapped as a result of employment-related injury or disease. The rehabilitation services are a natural out-growth of the basic idea behind workmen's compensation laws--namely that the employer is responsible for the payment of compensation to workers injured on the job, regardless of who was to blame for the accident, on the theory that the costs of providing such compensation were to be part of the cost of production and should be borne by the consumer of the product. As such, the Bureau's role is part of an effort to provide total help to those who are afforded the protection of the specific laws.

BUREAU OF LABOR STANDARDS

The Bureau of Labor Standards promotes State

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legislation to encourage employment of the handicapped. This includes strengthening and broadening second-injury funds and rehabilitation provisions of State workmen's compensation laws. A number of improvements were made in 1969 in such provisions.

The Bureau's study of "Insurance Arrangements under Workmen's Compensation," by Dr. C. Arthur Williams of the University of Minnesota, has been completed and sent to the printer. Another study, on delayed claims of nonspecific origin, by Dr. Herbert S. Denenberg of the University of Pennsylvania, is now being put in final manuscript form. Included in this study will be a section dealing with the operations of second-injury funds.

The Bureau's activities in occupational safety and health programs should be noted. The Bureau administers the safety provisions of the Longshoremen's and Harbor Workers' Compensation Act, the Walsh-Healey Public Contracts Act, the McNamara-O'Hara Service Contracts Act, the Federal Construction Safety Act, and the Arts and Humanities Act; conducts safety programs for Federal employees, and assists State governments, labor organizations and other groups in improving their accident prevention programs. It also works closely with groups conducting research in industrial hygiene problems such as the incidence of cancer among asbestos workers and uranium miners.

OFFICE OF VETERANS' REEMPLOYMENT RIGHTS

The reemployment rights section of the Military Selective Service Act of 1967 provides that any veteran not able to perform his preservice job as a result of a service-incurred disability is entitled to reinstatement in another position with the same preservice employer.

We have established a Task Force within our organization, with consultant assistance from the President's Committee, U. S. Training and Employment Service and the Veterans Administration, to provide guidance in handling these claims. Also, a portion of our 1970 budget is earmarked to provide greater emphasis to this section of the reemployment law, through an increase in staff.

VETERANS EMPLOYMENT SERVICE

In Fiscal Year 1969, disabled veterans represented 39 percent of all handicapped men who sought jobs through the public employment service, but were placed in 46.7 percent of jobs filled by handicapped men. In the field of job counseling disabled veterans represented 37.7 percent of all handicapped males who received at least one counseling interview.

One would expect that because of the increased number of discharged disabled Vietnam veterans, there would be an increase in applications for jobs. This was not the case; there was a decrease of 1.1 percent in Fiscal 1969 compared to Fiscal 1968.

Efforts are being made to provide extensive employment counseling at the larger military hospitals. Lack of resources have prevented these efforts from being fully effective. To overcome this problem, State Employment Service personnel have trained Educational Counselors at these hospitals in employment counseling and test interpretation.

The Veterans Employment Service is cooperating with the National Defense Transportation Association (NDTA) in "Operation Handi-Vet," to train handicapped Vietnam veterans for jobs in the traffic and transportation industry.

VETERANS ADMINISTRATION

MEDICAL REHABILITATION

All eligible veterans in VA hospitals, domiciliary, restoration centers, nursing homes, day treatment centers, and outpatient clinics may, upon medical prescription, receive rehabilitation therapy. Some 30,000 veteran-patients referred each month generate over 3,000,000 therapy hours of skilled treatment. Three fourths are discharged monthly, either rehabilitated or substantially improved.

Paid Industrial Rehabilitation programs showed excellent growth during the year. Of 8,360 patients, mostly psychiatric, 41 percent were discharged and obtained employment.

During Fiscal Year 1969, there were 1,557 admissions to the six VA Restoration Center Programs. During this period, 417 veterans were discharged to employment in the community.

During the past year, 800 service-connected veterans who had lost the use of both lower extremities or sustained blindness plus the loss of one lower extremity were awarded special grants of up to $10,000 to assist them in buying specially adapted housing. In 1969, the grants were increased to $12,500. Since the start of the program in 1948, almost 13,000 service-disabled veterans have been approved for special homes.

The VA program in communicative disorders has grown rapidly in recent years. A total of 57 stations now have audiology and speech pathology personnel. Brain-damaged patients with aphasia, and those with cancer of the larynx, constituted the bulk of the 110,483 patient visits in speech pathology last year.

A new blind rehabilitation center was opened this year at the VA hospital in West Haven, Conn. This, together with the centers at the VA hospitals in Hines, Ill. and Palo Alto, Cal., will serve 70 blinded veterans at a time.

These rehabilitation centers serve a continuing flow of both blinded veterans and active duty servicemen. In many cases rehabilitation of these patients is complicated by additional catastrophies.

The Prosthetic and Sensory Aids Service annually provides prosthetic appliances, sensory aids, therapeutic and rehabilitation devices, repair services, and replacement of expendable accessories for about 500,000 eligible disabled veterans. The program is administered by 90 VA prosthetic representatives, themselves fully rehabilitated disabled veterans using major prosthetic devices. Three prosthetic representative trainees are now on duty. These include a wheelchair-bound paraplegic, a bilateral arm amputee and an above-knee leg amputee.

The successful, VA technique for immediate post surgical fitting of temporary artifical limbs has been expanded throughout the country. With it, most new amputees are able to stand the first day after surgery, walk during the next few days, and return to their jobs within a month. The VA Prosthetics Center in New York City has added a number of new beneficial developments in artificial limb tools and components to its past record of achievement. These include alignment devices, new suspension techniques, temporary artifical limb units and sophisticated casting mechanisms, a quick fitted below-and-above knee permanent artifical limb socket, a new synthetic rubber which eliminates the plaster cast and plastic laminating steps, controls for electric artificial arm components which operate the electric elbow and hand in the same manner as the current conventional mechanical harnesses, and cosmetic coverings which permit conversion of the temporary artificial limb to a permanent one for amputees with limited ambulatory capability.

Devices for the blind developed by VA are ready for field testing and training at the Blind Rehabilitation Center, Hines, Ill. This includes a number of the three-laser canes, which combine the advantages of the "long cane" with an early warning signal indicating stairs, holes, or overhanging objects likely to injure the blind person's head and shoulders. Modern materials, such as space-age boron, improve the "feel" of these canes. Direct-translation reading machines for the blind will be put into the testing-training cycle also. Tone patterns, or fingertip vibrations, conforming to the printed letter, provide the blind person with recognizable symbols enabling him to "read" the printed page. Prototypes of more complex computer-type recognition reading machines have been developed to permit faster reading by having the machine recognize the letter, then select a section of prerecorded tape which causes the letter to be spoken aloud.

The total capacity of Spinal Cord Injury Center beds was increased last year. The construction of a new 56-bed Spinal Cord Injury Center at the VA Center, Wood, Wis. was completed. Additional small centers in Houston, Texas, and in San Juan, Puerto Rico, will bring the number of Spinal Cord Injury Centers from ten to twelve. There has been an increasing demand of admissions to these centers, due to increasing admissions from the Armed Forces, from ten admissions a month in 1964-1965 to over forty a month in 1969.

Postgraduate courses for physicians in the care of spinal cord injury patients, instituted in 1968, alternate between VA hospitals at Long Beach, Cal. and West Roxbury, Mass. Its participants include 15 physicians from the Armed Forces; 8 from non-Federal medical institutions and 8 from VA.

VOCATIONAL REHABILITATION

VA's vocational rehabilitation has concentrated on meeting the needs of an increasing number of service-disabled veterans, developing new programs, and coordinating efforts with other agencies. While the aims of the program remain the same, there have been changes in the scope and the manner in which services are provided. Benefits include up to 48 months of training with full payment of tuition, books and supplies, and a monthly living allowance.

More than 19,000 disabled veterans were in training in fiscal year 1969. This compares with 14,000 for fiscal year 1968, and is twice the number in fiscal year 1966.

One factor contributing to this increase is the right of servicemen in military hospitals to receive VA services pending final discharge; they can be entered into rehabilitation training while still in the hospital.

Many seriously disabled veterans become discouraged over the outlook for productive employment. To help in motivation, VA has produced a film, LOOK TO TOMORROW, about the vocational rehabilitation of disabled servicemen.

Public Law 90-431, enacted in 1965, authorized vocational rehabilitation training in schools on a part-time basis.

This liberalization is of particular help to disabled veterans in unsuitable occupations but, because of family responsibilities, cannot enter full-time training. Other veterans, because of the disabling effects of their disability, are unable to pursue full-time training. In such cases reduced-time training has been authorized, but the veteran is entitled to the full amount of his monthly living allowance.

Coordination with other Federal agencies and the Federal-State programs of vocational rehabilitation, continues as an important staff responsibility.

PUBLIC INFORMATION

The VA Information Service, in cooperation with the President's Committee, provides a variety of information releases concerning the handicapped programs. For NEPH Week, VA produces a press-radio-TV kit containing news releases, radio and TV Spots and Scripts, background sheets and program ideas for 5,000 radio and TV outlets and 2,000 newspapers. A TV filmed Spot, a transcribed radio "Spot" platter and TV slides are also produced and distributed to the nation's stations. This NEPH Week kit and related items received more than one million dollars in free radio and TV time each campaign.

Veterans Administration field station officials work closely with state and local committees in the development of NEPH Week observance programs and in their activities throughout the year.

EMPLOYMENT OF THE HANDICAPPED

More than 12,600 handicapped employees are on the VA rolls, over 8% of total employment. They fill more than 300 occupations.

A VA employee was selected as the Outstanding Handicapped Federal Employee of 1968: Miss Katherine E. Niemeyer, Chief Dietitian, Restoration Center, VA Hospital, East Orange, New Jersey, a paralysis victim in a wheelchair since the age of 18.

Administrator Donald E. Johnson, in his NEPH Week all-station letter stated:

> "I am aware of the outstanding record of the Veterans Administration in both

the rehabilitation and employment of the physically handicapped. It is my earnest desire that this record be maintained and, if possible, surpassed. We have a special concern and responsibility for our disabled veterans, but also recognize that the proper placement of any handicapped person contributes to the welfare of the nation."

U.S. DEPARTMENT OF AGRICULTURE

This report is divided into two parts -- assistance provided for Rural Areas Committee, programs designed for the handicapped, and cooperative efforts of USDA agencies to work with state and local groups to recruit the handicapped.

Assistance to Rural Areas Committee of the President's Committee on Employment of the Handicapped

A major contribution of the Department during the past year has been assistance to the Rural Areas Committee of the President's Committee. Wide distribution in rural areas has been made of the first bulletin, "Helping the Handicapped in Rural Areas." A second bulletin, "Ideas on Methods for Organizations and Leaders," will be published in 1970.

Greatest needs are to identify the handicapped in rural areas; encourage them to undertake rehabilitation; identify accessible job opportunities; and encourage business and industries in rural areas to employ the handicapped.

Through the Rural Areas Committee, contacts are built with national agencies, farm organizations and civic groups. Thus, a major long-range goal is to encourage the development of rural areas committees in each state and in many counties or districts of states. Cooperative Extension, working with state offices of the Department agencies and with homemakers councils and other groups, can help assist in this. Specific work on developing committees and projects has begun in several states.

Programs Designed for the Handicapped

Outstanding work on behalf of handicapped people in rural areas was carried on through the Extension homemaker and youth councils during the past year in New York, Virginia, Nebraska, Minnesota, South Dakota, Iowa, Arkansas, Texas, and Washington.

This work usually was conducted with state and local rehabilitation and employment agencies. Much was accomplished with the National Extension Homemakers Council, represented on the Rural Areas Committee. The new expanded nutrition program has been instrumental in identifying handicapped persons among rural disadvantaged families and getting assistance to them. Educational work on energy-

saving homemaking practices, on architectural barriers, and on programs for the mentally handicapped are also among the features of Extension work.

In many places 4-H Clubs have rendered helpful services to local handicapped people, including reading projects for the blind. In several states special programs for handicapped and retarded youth have been conducted, including 4-H camping. (Descriptions follow in the Appendix.)

Farm and home safety programs are conducted by State Extension Services as a means of reducing rural traffic and farm accidents. Several states have full-time specialists on this subject. The USDA Extension Agricultural Engineer on farm safety works closely with the National Safety Council and with the Department of Labor on farm labor legislation related to hazardous occupations. Every state has a 4-H safety project; last year about 425,000 boys and girls were enrolled.

In addition to these, the Farmers Home Administration assists handicapped loan applicants wherever possible.

4-H Programs for the Handicapped (Appendix A)

Over half of the States are now reporting special 4-H programs to assist the handicapped. Most States agree that the principles of 4-H are easily adaptable to helping handicapped boys and girls, and adults too.

Minnesota

Approximately 2,500 retarded children are being served by 4-H in this State. This is especially significant since the program was begun only 3 years ago. Projects in food, clothing, health, woodworking, auto repair, and upholstery have been most successful.

Oregon

More than 15 counties are participating in special 4-H programs for the retarded. Here the most popular projects are cooking, forestry, knitting, sewing, entomology, and woodworking. In foods projects, these 4-H'ers have learned to read recipes. Members in forestry and entomology projects are walking more -- thereby improving their motor coordination. They

learn to observe more keenly and through describing what they saw to others, they have improved their speech.

A 4-H foods program, "Guys and Dolls," has involved retarded adults as well as children. Supervised by a community volunteer, 4-H'ers now cook and serve lunch each school day to the 40 persons at the Center of the Linn Association for Retarded Children. A set of slides and tape, describing this program, has been used by several States in promoting similar programs.

Hawaii

In Honolulu, the Kaimuki Helping Hands 4-H Club took on a project to train mentally retarded girls in home and vocational skills. The projects included learning simple sewing, basic nutrition, making Easter baskets for hospital patients. As a result, one 4-H member is now studying for a degree in Special Education.

Colorado

At Fort Collins, a program was developed which teamed 10 junior leaders with 10 retarded children. The junior leaders plan two opportunities a week--one where they attend a 4-H meeting with their retarded children, and one where they work personally with the child.

Iowa

A State 4-H leader in his report believes that work with the mentally retarded is one of the fastest growing phases of the 4-H and Youth Program in Iowa. The two most significant programs are the "each one teach one" effort in Pottawattami County and Henry County.

Indiana

A 4-H Club for Mentally Retarded was organized early this year by an older 4-H member. Projects included knitting, basket weaving, flowers, forestry, wildlife, and a weather project. Standard requirements were followed for the weather project.

New Jersey

Several teenage 4-H members in Ocean County have organized 4-H Clubs for the retarded. In Cumberland County, a club for retarded youth was organized.

Nebraska

4-H members are devoting much time working with institutionalized youth. Many of them are physically handicapped or retarded.

New York

Several counties have reported special assistance to children in schools for the blind, the mentally retarded and correctional institutions. One boy, almost blind, has become a garden leader for 3 4-H Clubs in his area. As a result of his experiences in 4-H, he plans to go into the florist business.

North Carolina

Several counties have included emotionally disturbed and retarded children in their regular 4-H camp groups. A regular 4-H Club has been organized at one of the retarded centers.

Rhode Island

In Rhode Island, S.T.A.R. (Senior Teens Aid Retarded) raised enough money to run a summer camp for retarded children. The program included arts and crafts, grooming sessions, and recreation.

Washington State

The program in the Belfair School in Mason County has expanded form 11 to 22 enrollees. With a modified 4-H project, the instructor is able to teach manipulative skills, pride of accomplishment and a feeling of belonging.

West Virginia

In Cabell County last year, 66 retarded boys and girls belonged to 4-H Clubs. Nine girls in one club completed two projects--Your Appearance and Learning to Sew. Other special education children in Cabell County have enrolled in auto-

motive, Indian lore, flower arrangement, money management, and Pack 'n Snack 4-H projects.

During the past six years, 4-H'ers in Mason County have served as junior leaders at Camp Kindlich for the handicapped.

Wisconsin

In Winnebago County, a 4-H Club made up of mentally handicapped girls has been in existance for several years. The group has primarily featured clothing construction.

In Eau Claire County, two special 4-H Clubs have been organized for children in special education classes in school.

In Columbia County, mentally handicapped students were given instruction in 4-H crafts, woodworking, and home economics projects.

U.S. DEPARTMENT OF TRANSPORTATION

The Department of Transportation has a responsibility to promote better transportation for handicapped persons.

To identify programs the Department could pursue to alleviate transportation barriers the Department retained the firm of ABT Associates of Cambridge, Mass., to study transportation of the handicapped. Its report, Travel Barriers, is available in limited numbers from the Department and from the Federal Clearing House.

Following are the conclusions and recommendations of the report.

Conclusions

1. The travel barriers posing the most difficulty are the movement-oriented barriers characteristic of our present transportation systems such as acceleration, time pressure and jerking. Projections of future disabilities indicate that these movement barriers will continue. Anticipated increases of more than 40% of the population with heart disease, impairments of the upper and lower limbs, and visual defects point to a slight decline in the relative difficulty of crowd movement, and an increase in problems associated with stairs and inclines.

2. Difficult design and engineering problems will have to be solved before public transit will be available to the handicapped. Transportation systems now being planned must incorporate the guidelines offered here. This is equally true for conventional underground rail systems, and the experimental systems in the demonstration phase of developments. The planning of accessibility in all new systems will improve the quality of transportation for all travelers.

3. Since the development of new, accessible transportation systems will require extremely long lead times and will apply to only a limited number of areas, other provisions should be made.

4. A specialized transportation system for the handicapped and aging appears to have many advantages over improvements in existing mass transit systems:

    a. Equipment could be designed to

accommodate physical disabilities.

b. Door-to-door service could be provided, eliminating the need to transfer from one mode to another.

c. Problems of crowds can be overcome in a system limited to the handicapped.

d. The need to maintain balance in a moving vehicle or to ride without a seat can be eliminated.

e. Acceleration, deceleration, swaying and bounce can be controlled.

f. Vehicles can be operated by drivers trained to assist the handicapped.

5. More information about the market for a specialized system is needed. However, it does appear to be economically feasible for areas with populations of 150,000 or more, at a price that the majority of the handicapped are willing to pay. Such a system could operate in less populated areas if it were used during off-peak periods for purposes other than handicapped travel, such as group excursions or package delivery.

6. The implementation of a dynamically-routed system on any large scale basis will be impeded by Section 14 (c) of the Urban Mass Transportation Act of 1964 which prohibits federal subsidies to transportation systems that do not move over prescribed routes. This legislation will be a hinderance to the implementation of all dynamically routed systems, and should be reconsidered carefully.

7. Improvements to existing systems are also desirable in areas where new systems are not being planned. While many of the improvements are expensive, others could be implemented quite easily. Since the bus serves more areas than does the subway, is preferred by the handicapped, and would require fewer structural changes to make it accessible, it is the highest priority target for improvement. A thorough redesign of the bus would improve the quality of transportation for all riders.

8. There is presently little incentive for major bus manufacturers to initiate expensive re-design. Furthermore, manufacturers and model operators are not fully informed about the needs of the handicapped and the opportunities for design improvements.

9. There are not now systematic procedures for incorporating design and scheduling improvements for the handicapped in existing transportation systems. Modal operators cannot afford to invest in the changes themselves.

10. The ability to use existing transportation modes is closely related to the quality of mobility training that the handicapped person has received. The success of a program to eliminate travel barriers will be enhanced by an accompanying program of higher quality mobility training.

Recommendations

1. Planning for Accessibility in New Systems

New transportation systems in the planning and demonstration phase should be made accessible to the handicapped. This would be facilitated by a directive from the Office of the Secretary of the Department of Transportation that accessibility to the handicapped be one criterion on which all applications for funding are reviewed. This should be equally true for the capital grants program and the demonstration program.

2. Dynamically-Routed Specialized System

The advantages of the specialized system, the constraints on manufacturers and modal operators, and the lack of procedures of incorporating improvements in existing systems suggest a demonstration project to design and operate a dynamically routed transportation system for the aging and handicapped. An initial market study would estimate the demand for the service at different price levels. The demonstration would test various hypotheses about the price of the ride, driver, training, size of the vehicle, extent of service, and effects of advertising. Precise scheduling could be provided by an expert dispatcher if the majority of trips were scheduled in advance. If the demonstration indicated that such a system could be operated without a loss, it is

likely that it could be privately owned and managed, perhaps by organizations of the handicapped. The scale of the demonstration is critical to its success.

3. Urban Mass Transportation Act

Section 14 (c) of the Urban Mass Transportation Act of 1964 should be amended so that financial support of new transportation systems that do not move over prescribed routes will be feasible. Experimentation with CARS and Dial-A-Bus are already demonstrating this need, and the desirability of such an amendment is even more important for the handicapped.

4. Additional Demonstration Programs

Several demonstration programs are recommended to test the estimates of demand for additional trips. These demonstrations should study the effects of changes in routing and scheduling, different vehicle designs, and the impact that increased mobility has on the lifestyle of the handicapped person. Incorporated should be an independent evaluation of the project to identify those aspects which succeeded and failed.

One of the important aspects should be a testing of institutional constraints posed by manufacturers and modal operators. Both will need substantial incentives before they will be able to change in the desired direction. Although many different kinds of demonstrations might profitably be carried out, two in addition to the dynamically routed system appear to be especially useful:

A. A Major Re-design of the Bus

The many problems presented by the current bus design suggest that a major reconsideration of the vehicle is required to make a significant change in its accessibility to the handicapped. Design effort should concentrate on lowering the height of the interior floor; decreasing acceleration, deceleration and swaying, widening the aisles, and supplying additional supports for standing passengers.

B. Modal Interface Experiment

Another demonstration would experiment with removing all travel barriers in a modal interface

terminal, specifically an airport. The purpose would be to demonstrate the possibility of more convenient transfer points between modes. The demonstration would deal with problems of the movement of crowds, walking long distances, level change and the pressure of maintaining a time schedule. This demonstration would have particular potential because many airports currently being redesigned are in a position to incorporate the results of the demonstration in their design.

5. Rehabilitation and Mobility Training

Any program to improve transportation for the handicapped will be greatly enhanced if accompanied by a parallel effort to improve mobility training for this group. A mobility training program should concentrate on the specific, movement related requirements of public transportation, such as balance, coordination, and moving in a moving environment. The training should rely on a variety of simulation techniques which duplicate the characteristics of the transportation environment: time pressure, noise, crowds, and unexpected movement.

6. Education Program

A nationwide education program is desirable to inform industrial designers, vehicle manufacturers and modal operators of the difficulties encountered by the aging and handicapped using public transportation.

We requested that the Jet Propulsion Laboratory, a general research consultant to the Department, prepare a report on the present status of research on transportation for the handicapped. Their report identified seven broad categories of research in which the Department should be involved. Based on this report several research projects will proceed in the next year.

* * * *

Following are recent Departmental activities relating to transportation for the handicapped:

1. The Department funded the above mentioned study.

2. DOT contributed to the decision to reserve space alongside escalators for "inclinators" in the new Washington, D. C., subway terminal.

3. The Federal Aviation Administration prepared an Advisory Circular suggesting features to be incorporated in modification or new construction of terminals and facilities for the operators of the 10,000 FAA-supervised airports. Furthermore, some modifications are authorized for Washington National and Dulles International airports to improve access to handicapped persons.

4. Within the Federal Highway Administration, the Bureau of Public Roads has:

a. Published guidelines to assure accessibility of highway rest area facilities.

b. Taken an active interest in surveys of state programs which will improve the usefulness of systems, structures, and facilities for the handicapped.

c. Provided funds for automated highway development. (In addition to promoting ease and safety, a possible benefit to the disabled is a single control stick for automobiles.)

Many activities of the National Highway Safety Bureau improve mobility as well as safety for the handicapped. The Bureau has:

a. Made grants for programs to elevate standards for motor vehicle operators and to reduce pedestrian-vehicle accidents.

b. Instituted Highway Safety and Motor Vehicle Standards and the Defects Notification and Recall campaigns. Maximum forces requirements for braking and steering are particularly relevant.

c. Initiated studies to improve vehicle control locations and reduce glare affecting operators.

d. Planned to take into account the problems of the handicapped in establishing new regulations for bus emergency doors.

e. Helped promote pedestrian facilities and systems which improve access and safety.

6. The Federal Railroad Administration has also

maintained an awareness of the development of relevant guidelines and standards, and has:

a. Recommended improvements in accessibility of new or reconstructed terminals. High-speed train platforms are carfloor high, aisles are wide, seating is assured, and crowding on trains has been eliminated.

b. Suggested that a study of transportation needs and potential use for handicapped persons be initiated.

7. Virtually all of the work conducted by or supported by the Urban Mass Transit Administration (UMTA) will increase travel mobility of many handicapped persons. Past, current, and planned programs improve:

a. Waiting times and comfort.

b. Terminal access and terminal/vehicle interfaces.

c. Traveller information and guidance.

d. Vehicle aisles, seating, and hand grips.

e. Irregular motion, in three axes.

f. Personal security.

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

The most significant step forward in 1968 in behalf of housing for the handicapped was the enactment of Public Law 90-480. This law requires that Federally-financed public buildings, as well as certain publicly-owned housing, be accessible to the handicapped. As a result, more housing suitable to the handicapped probably will be designed in the future.

Covered by this law are public housing developments in these categories:

1. Any residential structure which, in whole or in part, is to be occupied by the physically handicapped or by the elderly.

2. Any elevator residential structure.

3. Any residential structure with 25 or more units.

4. Any non-residential structure appurtenant to a residential structure covered by the law.

Also, HUD-assisted college housing, neighborhood facilities and any housing program under public ownership will be covered.

Requirements under the HUD policy will be satisfied by using American Standards Association "Specifications for Making Buildings and Facilities Accessible to, and Usable by, the Physically Handicapped." HUD now is formulating complete guidelines to complement these standards.

The American Institute of Architects is holding a series of meetings in ten different cities to interest designers, developers and public officials in this housing suitable to the handicapped.

Following is a list of HUD programs which may be used in behalf of the handicapped:

Senior Citizen Housing (Direct Loans)

To help private nonprofit organizations, cooperatives, and limited-profit sponsors provide housing and related facilities for the elderly and the handicapped.

The Program: Direct 3-percent 50-year loans covering 100 percent of development costs are made. Development costs may include costs of land and site improvements, con-

struction, built-in equipment, and architectural, legal, advisory, and other fees.

Senior Citizens Housing (Mortgage Insurance)

To provide rental housing suited to the needs of elderly or handicapped people.

The Program: Mortgages are insured by the Federal Housing Administration to finance new or rehabilitated rental housing projects of eight or more dwelling units specifically designed for occupancy by the elderly and by the handicapped.

On a public-agency or nonprofit project, the mortgage may be up to 100 percent of replacement cost for new, and 100 percent of value at completion for rehabilitated housing. On a profit project, the percentage in both instances is 90 percent.

Low-Income Housing Demonstration

To develop new or improved means of providing housing for lower-income persons and families.

The Program: Grants are made for projects including innovations in construction, design, land acquisition, financing methods, and social services and approaches. Projects interrelating social and technical considerations are of particular interest. Innovations involving self-help approaches are included. The program is directed to all lower-income persons and to the handicapped.

Low-Rent Public Housing

To help public agencies provide decent, safe, and sanitary housing for low-income families at rents they can afford.

The Program: Financial and technical assistance is provided by HUD to local housing authorities to plan, build and/or acquire, own, and operate low-rent public housing projects.

The local housing authority provides housing in various ways - by construction, by rehabilitation of existing structures, by purchase from private developers or builders and through lease from private owners - and then rents these dwellings to low-income families.

Special provisions allow for the purchase of such housing by low-income families under a variety of programs.

Interest Supplements on Rental and Cooperative Housing Mortgages

To reduce costs on certain rental and cooperative housing projects designed for occupancy by low-income families.

The Program: HUD makes monthly payments to mortgagees, on behalf of mortgagors, of a part of the interest on market-rate mortgages for low-income families. Interest-reduction payments may also be made on rental or cooperative housing projects owned by private non-profit, limited-dividend, or cooperative entities which are financed under a State or local program providing assistance through loans, loan insurance, or tax abatement.

Experimental Housing

To provide financing for housing in which experimental materials, designs, and techniques are used.

The Program: Mortgages are insured by the Federal Housing Administration on individual homes and on multi-family housing projects that incorporate new or untried construction concepts aimed at reducing housing costs, raising living standards, and improving neighborhood design.

Homes (One-To-Four-Family)

To help families undertake homeownership on a sound basis.

The Program: Mortgages are insured by the Federal Housing Administration to finance the construction, purchase, or improvement of one-to four-family homes. The mortgage on a single-family home may be up to $30,000.

Cooperative Housing

To finance cooperative housing projects for members of nonprofit cooperative corporations.

The Program: Mortgages are insured by the Federal Housing Administration on cooperative housing projects

of five or more dwelling units to be occupied by members of nonprofit cooperative ownership housing corporations.

Condominium Housing

To provide for residence in multifamily housing projects on an ownership, rather than on a rental, basis.

The Program: Mortgages are insured by the Federal Housing Administration for the purchase of individual family units in multifamily housing projects. A person owns separately one or more single dwelling units in a multiunit project and has an undivided interest with the owners of the other units in common areas and facilities serving the project.

Urban Renewal Housing

To provide financing for new or rehabilitated housing to help eliminate slums and blight and to prevent properties from deteriorating.

The Program: Mortgages are insured by the Federal Housing Administration on new or rehabilitated homes or multifamily structures located in designated urban renewal areas and in areas with concentrated programs of code enforcement and neighborhood development.

Armed Services Housing For Civilian Employees

To provide homes for essential civilian employees of the Armed Services, NASA, and AEC.

The Program: Mortgages are insured by the Federal Housing Administration to finance the purchase or construction of owner-occupied one-to four-family housing for essential civilian employees of (or those of contractors working with) the Department of Defense, the National Aeronautics and Space Administration or the Atomic Energy Commission employed at research or development installation near which the properties must be located.

Group Practice Facilities (Mortgage Insurance)

To help provide group practice medical facilities.

The Program: Mortgages of up to $5 million with terms up to 25 years are insured by the Federal Housing

Administration for the group practice of medicine, dentistry, or optometry.

Nonprofit Hospitals (Mortgage Insurance)

To help provide urgently needed hospitals.

The Program: Mortgages are insured by the Federal Housing Administration for hospitals, including major movable equipment to be used in operating them.

Nursing Homes (Mortgage Insurance)

To help provide nursing homes in America.

The Program: Mortgages of up to $12.5 million are insured by the Federal Housing Administration to finance the construction or rehabilitation of nursing homes with at least a 20-bed capacity.

Homes For Low-and Moderate-Income Families

A program to help people displaced by governmental action or by a natural disaster.

The Program: Mortgage bearing market interest rates are insured by the Federal Housing Administration to finance the construction, purchase, or rehabilitation of one-to four-family homes.

Rental and Cooperative Housing For Low-and Moderate-Income Families

To provide rental and cooperative housing within the means of low-and moderate income families and individuals.

The Program: Mortgages with special terms to finance the construction or rehabilitation of rental and cooperative housing projects of five or more dwelling units for people of low and moderate income are insured by the Federal Housing Administration.

Rental Housing (Market Interest Rate) For Low-And Moderate-Income Families (Mortgage Insurance)

To help provide rental housing for people displaced by governmental action and for low-and moderate-income families in general.

The Program: Mortgages on rental housing projects of at least five dwelling units are insured by the Federal Housing Administration.

Rent Supplements

To make decent housing available to low-income individuals and families.

The Program: Federal rent supplement payments are made to owners of certain private housing projects. The rent supplement for a tenant amounts to the difference between 25% of his income and the fair market rental for the unit he occupies. As the tenants income changes, the rent supplement is increased or decreased accordingly. If his income rises to the point where he can pay the full rent, he may continue living in the same unit without rent supplement.

U.S. DEPARTMENT OF COMMERCE

The staff of the Department, especially through trade association contacts, has encouraged more widespread employment of the handicapped.

Our Business and Defense Services Administration recently sent an open letter to all national trade associations presenting the facts about the insurance aspects of employment of the handicapped. A major deterrent to hiring the handicapped is lack of understanding of workmen's compensation and group insurance. This same Administration is assisting the President's Committee in reaching the service, hotel and motel, and dry cleaning industries with a forthcoming report to the President on future needs in employment of the mentally retarded.

The Department's supervisors who have employed the mentally retarded are enthusiastic in their endorsement of this program. We advocate their employment in business and industry.

The Department recently designated liaison officers in the Business and Defense Services Administration and the Economic Development Administration to work closely with the Office of Personnel in providing a maximum exchange of information concerning the employment of the handicapped.

The quadriplegic computer programer our Census Bureau hired over a year ago is performing satisfactorily. At the Regional Conference of the Montgomery County Governor's Committee for Employment of the Handicapped, three supervisors from the National Bureau of Standards were given awards for exceptional contributions in employment of the handicapped. Our National Bureau of Standards established an Automated Communications Central Electronic Stenographic System, utilizing magnetic tape electric typewriters. It was identified as an excellent area for handicapped typists. Of the five employees operating the system, two are deaf mutes and one is severely crippled by poliomyelitis. One blind employee originally employed in the Automated Communications Central Electronic Stenographic System has been reassigned as a Writer-Editor. A blind Operations Research Analyst is formulating analytical models to simulate various types of operations. He has authored the text for a book of self-instruction for rapid writing of braille in a new phonic system.

U.S. CIVIL SERVICE COMMISSION

On April 18, 1969, President Nixon issued to all Heads of Executive Departments and Agencies a statement acknowledging his personal commitment to insure that the handicapped citizens of the Nation will receive equal consideration for Federal employment. "I have personally observed the mutual benefits that derive from hiring the handicapped and I want this 'good business' to continue and prosper," he said.

During 1969 the Commission, with other Federal agencies, recorded a number of major innovations.

The awards program recognizing the "Outstanding Handicapped Federal Employee of the Year" stands as one of the more impressive accomplishments. Many agencies also established their own systems for recognizing outstanding handicapped employees. The awards ceremony, at the Department of Commerce Auditorium on March 25, 1969, honored the ten Federal handicapped employees selected as finalists. The crowning award went to Miss Katherine A. Niemeyer of the East Orange, New Jersey, Veterans Administration Restoration Center Hospital.

A brochure on the awards program was published. It is expected that this will stimulate even greater agency participation during the coming year.

Gains have been scored in Federal employment of the blind, the deaf, the mentally retarded, and other handicapped categories. Here are a few examples which illustrate productive teamwork between Federal agencies and State vocational rehabilitation organizations:

The Internal Revenue Service uses the blind as Taxpayer Service Representatives. Over 25 placements have been made; another 100 persons will be employed over the next three years. This achievement has been made possible by support from top management, by planning and implementation within the IRS, and by the cooperation of State Vocational Rehabilitation agencies (especially the Arkansas Enterprises for the Blind).

The Post Office Department hired well over 100 deaf and hearing-impaired persons in the past year. In Chicago, Detroit, Baltimore, and several other cities, training programs have been set up by state vocational rehabilitation agencies to prepare the deaf for taking formal tests for the Substitute Clerk and Substitute Mail Handler positions. Two deaf mutes

were qualified to drive Government vehicles, thus fulfilling all of the requirements for the Substitute Carrier position.

The Commission's ten regional offices have sponsored one or more seminars or training programs promoting employment of persons with more severe handicaps. Most of these programs have been co-sponsored with state rehabilitation agencies and local chapters of the National Rehabilitation Association. Participants were local Federal agency heads, managers, personnel officers, and coordinators for the employment of the handicapped, as well as private industry representatives interested in availing themselves of the skills of the handicapped.

As a result of these meetings, we have seen a steep increase in the use of special appointment authority to employ the severely handicapped, Section 213.3102 (u) of Schedule A. Even with tight employment restrictions, 311 appointments have been made in the past year, bringing the total since February, 1965, to 456.

Total placements of the mentally retarded have now passed 6,000 even though the overall rate of Federal hiring has been reduced. Agencies are striving to maintain their retarded employees in spite of reductions-in-force. A Navy installation took the time and trouble to place several retarded workers in jobs with a local private employer when their jobs on the base were eliminated.

The Civil Service Commission, on September 17, 1969, approved removal of the time limitation on use of the Schedule A authority for employing the retarded. This makes the program a permanent Federal employment policy.

An important new publication, "Handbook on Selective Placement of the Handicapped in Federal Civil Service Employment," was distributed for use by agency coordinators, vocational rehabilitation counselors, and other interested persons. For the first time we have gathered under one cover an explanation of all programs and special procedures for employing the handicapped in Federal jobs.

President Nixon has directed that maximum assistance be rendered to returning military veterans; the Commission is endeavoring to place increased emphasis on the employment of disabled veterans. We are planning a procedure

whereby the Rehabilitation Counseling Service of the Veterans Administration will certify severely disabled veterans for selective, noncompetitive placement. A proposed three-year investigation of this new system will give us an adequate base for an extended study of placement procedures and employment effectiveness.

"We Can Do More" is the theme which Commission Chairman Robert E. Hampton selected for the Federal service during NEPH Week. He added that our motto for the other fifty-one weeks of every year must be "We Will Do More!"

U. S. GOVERNMENT PRINTING OFFICE : 1970 O - 380-605